

## **MONTGOMERY COUNTY EMPLOYEE BENEFIT PACKAGE**

### **EFFECTIVE JULY 2003**

**HOLIDAYS:** 11 - 12 Paid Holidays

**VACATION LEAVE:** 7 hours & 50 minutes per month. Increases after 2 (9:10), 5, 10, 15, & 20 years, etc. Any days in excess of 30 days as of January 1 shall be converted to Sick Leave.

**SICK LEAVE:** 8 hours per month. Accumulates indefinitely. Any unused regular and converted sick leave may be counted toward creditable service at retirement.

**RETIREMENT:** In addition to Social Security participation, membership in the NC Local Governmental Employees Retirement System is mandatory. 6% of your salary is deducted prior to tax. The County match is 4.91%. If you leave before retirement, you may draw out the amount you contributed. Employees are vested after 5 years.

**401-K ACCOUNT:** The County contributes an amount equal to 5% of your salary to a 401-K account. This supplemental retirement is subject to change with each new budget year. The employee may choose to make additional contributions and controls personal investment selections.

**MEDICAL INSURANCE:** Blue Cross/Blue Shield is provided at NO cost to the employee (county pays \$363.96/ per month). Additional coverage is available for the following monthly rates:

Full Family: \$682.35      Spouse: \$360.90      Employee/Child: \$174.08

Dental and Vision insurance are included in the employee's insurance plan and may be purchased for the family. The insurance premiums are deducted prior to tax. *There is a 60-day waiting period for medical insurance coverage to go into effect.*

**LIFE INSURANCE:** The County provides a policy equal to the employee's annualized salary. Dependant coverage is available at \$1.89 per month for \$5,000.

**LONGEVITY BONUS:** 05-10 years = 1.00% of the employee's annualized salary, paid lump sum following Anniversary Date.

10-15 years = 1.50%  
15-20 years = 2.25%  
20-25 years = 3.25%  
25 years + = 4.50%

#### **OPTIONAL BENEFITS:**

- Direct deposit at State Employees Credit Union. Electronic Banking & Payroll deductions for loans, etc. through SECU.
  - Additional payroll deductions available for:
    - Deferred Compensation Plan
    - 401K contributions
    - Pre-tax insurance for cancer, disability, flexible spending accounts, etc.
    - Elective supplemental and life insurance
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- **Each new employee serves a probationary period. The minimum is three months and a maximum of nine months.**
  - DSS is a lead agency in the event of a disaster declaration. Each employee is required to report for **disaster duty when alerted.**
  - **Employee mileage** is reimbursed at the rate of .36 per mile. **Meals and lodging** are reimbursed on overnight trips.
  - **Over-time & overnight travel** may be required. **Compensatory time** provided.
  - **Office hours** are Monday through Friday, 8 AM to 5 PM with one hour for lunch and 15 min. breaks in AM & PM.
  - The Department observes a **modified dress code** based on casual business attire.
  - **Smoke Free Workplace Policy** is enforced.
  - County Employees are **paid** on the 25<sup>th</sup> of each month.
  - **Pre-Employment Drug Screening** is required.

**For more information, contact:**

Susan Allen, DSS Personnel Assistant

Email: [susan.allen@ncmail.net](mailto:susan.allen@ncmail.net)